



Staff Wellness Incentive Program for 2017

Program - Fitness

Program Details:

Heckers' fitness provides 6, 1 hour, group workouts per week for Whitestown employees (5:30 am M,W,F & 5:30 pm M,W & 7 am Sa) for 13 weeks (3 months). In turn, the town of Whitestown pays Heckers' fitness \$4,860 regardless of how many participants show up to workouts. If employee can't meet at designated group times, they are allowed to attend one of the additional 15 weekly sessions Heckers' fitness offers space provided.

Incentive:

Town employees receive an additional \$200 HSA contribution (capped at \$200 annually) if they complete 100% of the workouts offered. Attendance will be verified through Heckers' software /class roster for each employee.

Program – Tobacco Free

Program Details

Employees sign a pledge annually pledging that they are not users of tobacco products.

Incentive:

In return the town will contribute an additional \$200 into the employee's HAS annually.

Enforcement:

The town will conduct random tobacco use tests annually. Any staff member that is found to be using tobacco products but has signed the pledge, will face immediate termination for misrepresentation.

Cost:

Fitness Program for 60 Employees - \$4,860
Fitness HSA Contribution at full participation - \$12,000
Tobacco HAS Contribution at full participation - \$12,000
Total = **\$28,862** (Town Administration Health Insurance budget line)